

PAY DIFFERENTIAL 375
ENTERPRISE RESOURCE PLANNING INFORMATION TECHNOLOGY PROJECT
ANNUAL RETENTION PAY DIFFERENTIAL - EXCLUDED

Established: 07/01/07

Revised: 07/01/08

CLASS TITLE	CLASS CODE	CBID	DEPARTMENT
Data Processing Manager IV	1387	M01	State Controller's Office Department of Personnel Administration State Personnel Board
Data Processing Manager III	1393	M01	
Data Processing Manager II	1384	S01	
Staff Services Manager I	4800	S01	
Staff Services Manager III	4802	S01	
Staff Services Manager II (Supervisory)	4801	E48	
Assistant Information Systems Analyst	1479	E97	
Associate Governmental Program Analyst	5393	E97	
Associate Information Systems Analyst (Specialist)	1470	E97	
Associate Programmer Analyst (Specialist)	1579	E97	
Information Systems Technician	1360	E97	
Personnel Program Analyst	5312	E97	
Senior Information Systems Analyst (Specialist)	1337	E97	
Senior Programmer Analyst (Specialist)	1583	E97	
Staff Information Systems Analyst (Specialist)	1312	E97	
Staff Personnel Program Analyst	5313	E97	
Staff Programmer Analyst (Specialist)	1581	E97	
Staff Services Analyst (General)	5157	E97	
Systems Software Specialist I (Technical)	1587	E97	
Systems Software Specialist II (Technical)	1373	E97	
Systems Software Specialist III (Technical)	1376	E97	
Personnel Program Advisor	5318	E99	

RATE	EARNINGS ID
<ul style="list-style-type: none"> A 5 percent per month retention pay, calculated on base pay, for the twelve (12) month period beginning July 1, 2006, paid lump sum on an annual basis, beginning July 1, 2007, and thereafter payable after each 12 qualifying pay periods. 	G4
<ul style="list-style-type: none"> A one thousand (\$1,000) dollar annual bonus payable after an initial 24 qualifying pay periods worked and annually thereafter. 	H3

CRITERIA

Employees in the above classifications working on an Enterprise Resource Planning (ERP) Project at the State Controller's Office (21st Century Project, Human Resource Management System) will be eligible for the annual retention pay differential. The pay differential shall be subject to the following criteria:

- The employee must be assigned to a position that is dedicated to the support of the ERP Project.
- For part-time, fractional, limited-term, or intermittent employees, the retention differential pay will be assessed proportionately based on time worked subject to these eligibility requirements.
- The employee must possess the knowledge, skills, and abilities required of the classification by the State Personnel Board.
- The employee must satisfactorily complete all team-training requirements and demonstrate skill and knowledge proficiency of subjects covered in project team training.
- An employee who separates, transfers, or resigns from the project prior to completing the twelve (12) qualifying pay periods, or prior to completing all required training will not be eligible to receive retention or bonus pay. There will be no pro-rata payment for those months.
- Project staff, who receive a change in classification (promotion or transfer to another position within the project) and are satisfactorily performing their duties, can apply previous qualifying pay periods (earned in their prior classification) towards the twelve (12) qualifying pay period requirement.
- This differential is subject to availability of departmental funds.
- This differential terminates at the conclusion of the ERP project or lack of departmental funds.
- The differential will not be subject to PERS deduction.

IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:

PRO RATED	Yes
SUBJECT TO QUALIFYING PAY PERIOD	Yes
ALL TIME BASES AND TENURE ELIGIBLE	Yes
SUBJECT TO PERS DEDUCTION	No

INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY

OVERTIME	No/Yes (FLSA)
IDL	Yes
EIDL	No
NDI	Yes
SDI	No
LUMP SUM VACATION	No
LUMP SUM SICK	No
LUMP SUM EXTRA	No